



EUROPEAN NETWORK OF
DEFENCE-RELATED REGIONS

Challenges for aerospace and defense industries in the post – Covid era

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EUROPEAN CONFERENCE
"Future Skills for Europe's
Aerospace and Defence Industry"
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European Defense and Aerospace Industry

890 000 highly skilled employees

260 B€ of turnover (68% aeronautics)

109 B€ of export (73% aeronautics)

R&D 18 B€



Polish Aerospace Industry



	<u>2003</u>	<u>2021</u>
Members	18	170
Employees	9 000	32 000
Sales	0,2 mld \$	3 mld \$



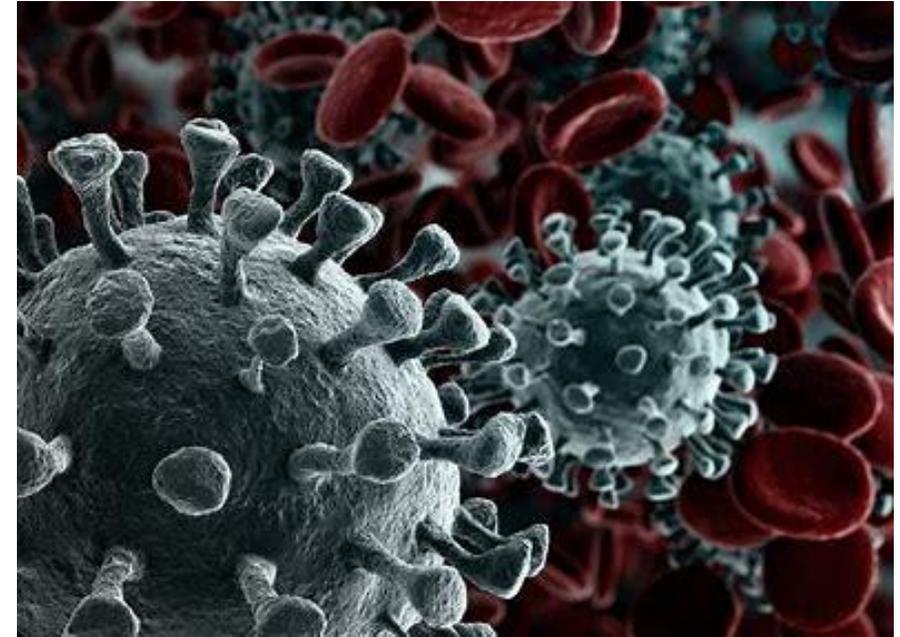
Covid negative impact on industry

Production demand reduction 40%

Manpower reduction / 2000 jobs in Poland

Anti-pandemic actions

Big and long term impact on education



Major post-Covid challenges

1. Industry 4.0 and digitization
2. Climate and zero emission
3. Supply chain challenges
4. Office of the future
5. Talents availability and future skills
6. Attractiveness of the industry

Industry 4.0 and digitalization

Digital factory

know how / skills

capital expenditure

Impact on low cost countries



Climate and zero emission

Understand and address requirements

- Manufacturing and technology
- „Green product”

Investment and cost / government support



Office of the future

Flexible work environment v/s
manufacturing reality

Expectations of new generations

Impact of remote work on
employees digital mobility



Supply chain transformation

Energy and commodities shock / prices and availability

Logistics challenges

Supply chain transformation



Talents availability and future skills

Digitization and „green” technologies / new hard skills

Soft skills / creativity, adaptability, active learning, culture awareness...

Readiness of the education system for continues adaptation

Talent Driven Organisations / strong and more complex competition for talents

Ability of the industry to offer a new „Employee Value Proposition”



Attractiveness of the industry

Perception has changed

- „old fashion” industry / technology sectors „a la mode”
- difficult studies / mathematics, thermodynamics, aerodynamics, mechanics, stress analysis...
- rigid „factory” work environment
- „non-green” reputation

Industry has to come up with a positive narrative



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Thank you for your attention!

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